



LEROY D. BACA, SHERIFF

**County of Los Angeles**  
**Sheriff's Department Headquarters**  
**4700 Ramona Boulevard**  
**Monterey Park, California 91754-2169**



October 15, 2012

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
Los Angeles, California 90012

Dear Supervisors:

**DUAL TRACK CAREER PATH**

On December 16, 2011, the Department concluded an extensive two-month feasibility study which analyzed different methods of implementing a two-track career path within the Department. These study results have been presented to the Chief Executive Office (CEO), Association for Los Angeles County Deputy Sheriffs (ALADS), Professional Peace Officers Association (PPOA), and your Board's Public Safety Cluster Agenda Review meeting held on February 8, 2012.

The Department formed a subject matter expert working group to update the current sergeant and lieutenant classifications for the Dual Track Career Path (DTCP) proposal, and is also working with the CEO's Classification Unit regarding its implementation. The Department continues to conduct informational meetings concerning the proposal with the CEO, ALADS, and PPOA.

The Citizen's Commission on Jail Violence (CCJV), a blue ribbon panel assembled by your Board, made several recommendations that the Department implement the DTCP. I concur with the CCJV recommendations and request approval to move forward with the implementation effective January 1, 2013. The DTCP is a cost neutral project, which will provide my sworn personnel with career flexibility, while creating workforce stability and enhancing the quality of service in Custody Division.

*A Tradition of Service*

The Honorable Board of Supervisors

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January 19, 2012

Should you have any questions or require additional information, please contact  
Commander Joey Fennell, Commander's Management Task Force, at (213) 893-5002.

Sincerely,

A handwritten signature in black ink, appearing to read "Leroy D. Baca". The signature is fluid and cursive, with the first name "Leroy" written in a large, stylized "L" and "ee" for "Leroy".

LEROY D. BACA  
SHERIFF